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**LOWER
ALLOWAYS CREEK
TOWNSHIP**

MUNICIPAL BUILDING
HANCOCK'S BRIDGE, N.J. 08038
PHONE (609) 935-1549

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INSTITUTE OF MANAGEMENT
AND LABOR RELATIONS

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New Brunswick, NJ 08903

Mr. Mastriani:

Enclosed please find a copy of the most current contract with the Police Department of Lower Alloways Creek Township. The Township is currently under negotiations for a new contract, but it has not yet been resolved. I will forward the new contract to you upon completion of negotiations.

We do not have any other contracts with public employees.

Sincerely,

Mary O. Henderson

Mary O. Henderson, CMC
Township Clerk

Enclosure

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AGREEMENT BETWEEN THE TOWNSHIP OF LOWER ALLOWAYS CREEK
AND THE LOWER ALLOWAYS CREEK POLICE OFFICERS ASSOCIATION
FOR THE YEARS 1990-1991

The Township Committee of the Township of Lower Alloways Creek, herein referred to as "Township" and the Lower Alloways Creek Police Officers Association, herein referred to as "Officers" agree as follows:

1. This agreement represents the full and complete agreement between the Officers and Police Dispatchers and Part-time Dispatchers and the Township concerning working conditions and compensation for the calendar years 1990-1991.
2. Township will pay the following yearly salaries to patrolmen, sergeant, and lieutenant. Amount of service for the following pay scale shall include time spent as probationary officer.

	<u>1990</u>	<u>1991</u>
0-1 year service.....	\$24,959.00	\$25,957.00
1-2 years' service.....	27,952.00	29,070.00
2-3 years' service.....	30,171.00	31,378.00
3-4 years' service.....	32,394.00	33,690.00
4-5 years' service.....	32,964.00	34,283.00
5-6 years' service.....	34,549.00	35,931.00
Sergeant.....	36,477.00	37,936.00
Lieutenant.....	40,415.00	42,031.00

Dispatchers shall be paid as follows:

0-1 year service.....	20,530.00	\$21,351.00
1-2 years' service.....	22,991.00	23,911.00
2-3 years' service.....	25,141.00	26,147.00
3-4 years' service.....	27,385.00	28,480.00
4-5 years' service.....	29,025.00	30,186.00
5-6 years' service.....	30,471.00	31,690.00

Part-time Police Dispatchers, hired after June 1, 1984, shall be paid as follows:

	<u>1990</u>	<u>1991</u>
0-1 year service.....	\$8.27/hour	\$8.60/hour
1-2 year's service.....	8.92/hour	\$9.28/hour
(1 year service will constitute 2080 hours actually worked)		

After five (5) years of service, all regularly employed police officers and full-time police dispatchers shall annually receive a longevity payment of two percent (2%) of said officers' and police dispatchers' base salary.

After ten (10) years of service, said officers and dispatchers shall annually receive a longevity payment of four percent (4%) of base salary.

After fifteen (15) years of service, said officers and dispatchers shall annually receive a longevity payment of six percent (6%) of base salary.

Said longevity payments shall be paid either in lump sum or bi-weekly, at the discretion of the officer and dispatcher, upon recommendation of the Chief of Police.

3. Prevailing hourly wage rate for each regular officer and full-time police dispatcher shall be computed by dividing 2080 hours into his yearly salary. Each officer and police dispatcher shall be paid 1-1/2 times his prevailing hourly wage for all time

in excess of the hours of ordinary duty, except when holiday pay as provided herein is being received and except when pay as provided in paragraph #4 is being received. Each officer and police dispatcher shall be paid 1-1/2 times his prevailing hourly wage for all hours worked on Sundays, whether as part of his regular schedule or when he is required to report for duty during his scheduled time off.

4. A regular police officer and full-time police dispatcher shall receive four hours prevailing rate whenever he is required to report for duty during his scheduled time off with eight hours or less notice. In addition, he shall be paid 1-1/2 times his prevailing hourly wage rate for each hour worked when required to report for duty during his scheduled time off. Part-time dispatchers shall receive two hours prevailing rate whenever he/she is required to report for duty with less than two (2) hours notice. He/she shall receive his/her prevailing hourly wage rate for each hour worked when required to report for duty. None of the foregoing payments shall be made, however, unless the Chief of Police has approved the patrolman's or police dispatcher's being called to report during his scheduled time off or unless there is an emergency, as determined by the Chief of Police. The preceding portion of this paragraph shall not apply, however, to time spent by an officer and police dispatcher attending training sessions outside of regularly scheduled duty hours; the officer and police dispatcher shall receive no additional compensation or overtime pay, but in lieu thereof, he shall be given an equivalent time off from his regularly scheduled duty hours on an hour to hour basis. The hours off shall be selected by the Chief of Police.

5. A regular police officer and full-time police dispatcher shall receive two hours prevailing rate whenever he is forced to remain on duty after his scheduled shift, only if he has been given less than 2 hour's notice of the necessity to remain on duty.

6. Each officer and police dispatcher shall be paid at 1-1/2 times his prevailing hourly wage rate for working a shift which, per posted schedule, commences eight (8) hours or less after the end of his previously scheduled and worked shift, unless he qualifies for holiday pay.

7. A. Township shall furnish all uniforms to officers and police dispatchers and shall, in addition, pay a clothing maintenance allowance of \$700.00 per year to each officer and police dispatcher and \$300.00 per year to each part-time police dispatcher.

B. Non-uniformed sworn officer will receive a \$600.00 per year clothing purchase allowance.

8. Each officer shall be covered by the life insurance provided by the Police and Firemen's Retirement System (in the case of police dispatchers, the Public Employees Retirement System). In addition, Township shall pay for and maintain for each officer, police dispatcher and part-time police dispatcher, the following: Blue Cross with Rider "J", Blue Shield, Major Medical Insurance, New Jersey Dental, and Prescription Plan, except that part-time dispatchers will not participate in New Jersey Dental.

9. After retirement, police officers and full-time police dispatchers, and their spouses, if residing in the same household, shall be entitled to have maintained at the Township's expense, such life insurance and medical insurance under the Township's group policies as are maintained for other employees covered in such limits as maintained by the Township, provided that such retired police officer or full-time police dispatcher shall have completed ten (10) years of continuous service to the Township and shall have attained the age of 55.

10. The spouse of each police officer, police dispatcher, and part-time police dispatcher shall be covered for health benefits per the following:

A. If a police officer, police dispatcher, or part-time police dispatcher is killed in the line of duty, the surviving spouse and children will be covered until remarriage.

B. If a police officer, police dispatcher, or part-time police dispatcher, who has been employed by the Township for a minimum of five years, dies, not in the line of duty, the surviving spouse and children will be covered up to one (1) year, or remarriage.

C. After retirement, when a police officer, police dispatcher, or part-time police dispatcher predeceases a spouse, the surviving spouse will be covered until remarriage.

11. In addition to regular salary, each officer, police dispatcher, and part-time police dispatcher shall receive \$.45 per hour for every hour worked between 4:00 p.m. and 12:00 midnight and \$.55 per hour for every hour worked between 12:00 midnight and 8:00 a.m.

12. Each officer and full-time police dispatcher shall receive his regular salary during absences due to illness or injury whether incurred on or off duty provided that:

A. This injury or illness is not a direct result from engaging in any outside business or employment that has not been approved in advance by the Chief of Police; and

B. The officer and police dispatcher produces a certificate from a New Jersey Licensed Medical Doctor, stating that he is unable to report for duty, if illness exceeds two (2) days; and

C. Such salary shall terminate at the end of six (6) months continuous absence from duty, subject to review, at which time there shall be a review and determination made of the case, by the Township Committee and Chief of Police.

13. Each officer and full-time police dispatcher shall be entitled to seven (7) days leave of absence with pay for personal business during time that he is regularly scheduled for duty, provided that the Chief of/Police must approve in advance each day selected.

14. The following holidays shall be observed with compensation as follows:

A. When it is necessary to maintain service that requires an officer, police dispatcher, or part-time police dispatcher to work on an official holiday listed below, such officer who is scheduled to perform services hereon shall be compensated by being paid 2-1/2 times his prevailing hourly rate for time actually on duty, except that for Christmas Day the rate will be 3 times the rate.

B. Other officers and full-time police dispatchers who are not scheduled for duty and do not perform services on such official holiday shall be compensated for eight (8) hours at their prevailing hourly rate.

C. Said official holidays are as follows:

New Year's Day

George Washington's Birthday

Good Friday

Easter Sunday

Memorial Day

Independence Day

Labor Day

Veteran's Day

Thanksgiving Day

Christmas Day

15. Each officer and full-time police dispatcher shall receive a vacation with pay as follows: (a working week is defined as 7 working days)

- 1 - 5 years service.....2 weeks annually
- 5 - 10 years service.....3 weeks annually
- 10 years or more service..4 weeks annually

A maximum of seven (7) vacation days may be carried over to the following calendar year.

16. Any officer and full-time police dispatcher who attends a course that pertains to his job in the Police Department or granting college course credits, on his off-duty time, in pursuit of a degree in law enforcement shall be reimbursed for his mileage on his personal car going to and from classes from his home at the rate of \$.205 per mile, plus bridge and turnpike tolls, textbooks, and tuition. Courses must be approved in advance by the Chief of Police. The course will be paid for in advance by the Township, but the Township Committee requests a transcript of grades after completion. If the transcript reveals a failing grade, the Township will be reimbursed for the course by the applicant.

17. Part-time dispatchers who attend a course that pertains to her job in the Police Department, on her off-duty time shall be reimbursed for her mileage on her personal car going to and from classes from her home at the rate of \$.205 per mile, plus bridge and turnpike tolls, textbooks, and tuition. Courses must be approved in advance by the Chief of Police. The course will be paid for in advance by the Township, but the Township Committee requests a transcript of grades after completion. If the transcript reveals a failing grade, the Township will be reimbursed for the course by the applicant.

18. Not less than two (2) regular officers shall be assigned to duty during the hours from 8:00 p.m. to 4:00 a.m. each day.

19. The Township will pay up to \$200.00 to police officers and full-time police dispatchers for an annual eye examination and eyeglasses upon submittal of receipt from a licensed optometrist.

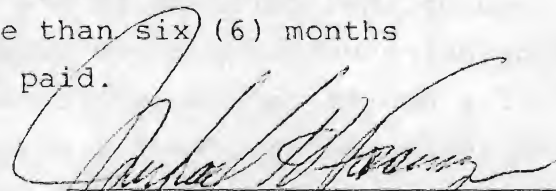
20. The Township will pay the sum of \$15.00 per month to each officer, police dispatcher, and part-time police dispatcher to subsidize the cost of the telephone installed at his place of residence. Such payment shall be made on an annual basis in the first pay period in the month of December.

21. An annual bonus of five hundred dollars (\$500.00) will be paid to the duty investigator provided he performs the position of duty investigator for a period of more than six (6) months during the year for which said bonus was paid.

Date: 4/3/90

ATTEST:

Mary O Henderson
Mary O. Henderson, Clerk


MICHAEL H. FACEMYER, MAYOR
LOWER ALLOWAYS CREEK TOWNSHIP

Michael Bernard
MICHAEL BERNARD, PRESIDENT
LAC POLICE OFFICERS ASSOCIATION